



SHREWSBURY PUBLIC SCHOOLS
School Committee



Report to the School Committee: 2015 Personnel Report

Barbara A. Malone
Director of Human Resources

Introduction

Shrewsbury Public Schools has successfully completed the hiring process to fill key positions within the District. These positions were hired to address our need for more counseling and nursing support, including a Director of Nursing, address mandated needs for the Special Education Department, replace teachers who resigned or retired, and to replace a very small number of non-renewals. In addition to these appointments some educators have transferred to different positions within the district for the 2015/2016 school year. As of opening day on September 1, 2015 we had appointed 38 professional positions (excluding the internal transfers) and 32 paraprofessional positions. We also continue to appoint individuals to other roles within the district, such as long-term substitute teacher roles for maternity or paternity leaves. As is typical at this time of the year we are still filling a small number of paraprofessional roles throughout the district and are beginning our searches for long-term substitute teachers for leaves that will occur later in the school year.

New Hiring-Professional Staff

Included among the 38 professional staff hired is the new Director of Special Education for Oak Middle School, Dr. Iris Miller, who is replacing the previous director who retired at the end of last year, our first Director of Nursing for the District, Noelle Freeman, and the return of Patrick Collins to the District in the role of Assistant Superintendent for Finance and Operations. Nine of the 39 positions were for part-time roles in areas such as Foreign Language, Physical Education, Nursing, and Adjustment Counselors. The other 30 positions were full-time roles.

As the School Committee is aware, the teacher selection process in Shrewsbury, is rigorous, and through the hard work of our District Leadership Team, as well as educators, parents and students who volunteered to be part of selection meetings or demonstration lessons, we have adhered to our high standards.

The process included interviews with principals, department directors, curriculum coordinators/instructional coaches, teachers, parents, and central office administrators. At the middle and high school levels, students also served on the interview teams.

All teaching positions require a demonstration lesson in the classroom, which is a key ingredient in the selection and hiring process. All candidates recommended for hire are also required to interview with the Director of Human Resources and the Superintendent of Schools as the final step in the selection process, where our mission and core values are



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discussed individually with each finalist. A thorough reference check is conducted on each new hire, including the “CORI” (Massachusetts background check) and the “SAFIS” (national fingerprint-based FBI background check).

We continued to use www.schoolspring.com as our primary sourcing tool, which netted 994 applicants to our professional level positions. This means that about 3.8% of those who applied to our professional positions ultimately received a position with us this year. Last year, which was a very atypical year due to the override, the percentage was closer to 2%.

Principals, directors and selection committees reviewed these application packets. Some applicants were selected for phone interviews, and then an even smaller number invited for face-to-face interviews and their teaching demonstration lessons. References were contacted, which resulted in the finalist recommendations.

Our new professional educators completed two days of orientation on August 27 and August 28 and a mentor has been assigned and agreed to assist each one for the entire upcoming year.

New Hiring-Paraprofessional Positions

As of September 1 we had hired 32 paraprofessional positions. These positions netted 737 applicants. This means that we hired 4.3% of those who applied to our paraprofessional positions (Last year it was 3.3%). These applicants also underwent a rigorous selection process, which included applicant packet screening, phone and face to face interviews, reference checks, the CORI background check, and the national FBI background check (fingerprints).

New Hiring-Administrative Support and Extended Learning Positions

As of September 1 we had hired 3 administrative support positions, 2 to replace retiring secretaries, and 1 for a part-time school counseling support position funded in the budget, for the 2015-2016 school year. In addition there were 2 promotions within the Extended Learning Program.

Conclusion

At an upcoming School Committee meeting later in the fall the administration will present a complete staffing chart to show actual staffing levels throughout the district, effective October 1, 2015.

In closing, the Shrewsbury Public Schools continues its longstanding excellent reputation as a collaborative and desirable district in which to work.



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New Administrators

Patrick C. Collins, Assistant Superintendent for Finance and Operations
Master of Business Administration, University of Massachusetts, Boston
Bachelor of Business Administration, University of Notre Dame

Noelle Freeman, Director of Nursing, PreK-12
Bachelor of Science in Nursing, Georgetown University

Dr. Iris L. Miller, Director of Special Education, Oak Middle School
Doctor of Clinical Psychology, Forest Institute of Professional Psychology
Master of Arts in Interdisciplinary Social and Behavioral Sciences, S.U.N.Y. at Stony Brook
Bachelor of Arts in Psychology and Communications, C.U.N.Y. at Queens College

New Educators

Shrewsbury High School:

Stephen Arey, Special Education Teacher
Master of Science in Education, Simmons College
Bachelor of Science in Business Administration, Framingham State University

Emily Bredberg, Media Specialist
Master of Library Science, University of North Texas
Bachelor of Film and Video Studies, University of Oklahoma

Jennifer Cuddy, Chemistry Teacher
Bachelor of Science in Psychology with Minors in Chemistry and Education, University of Massachusetts at Amherst

Bethany Dzivasen, Physical Education Teacher
Bachelor of Science in Health Education at Worcester State University

Steven Flahive, English Teacher
Master of Middle and Secondary Education in English, Merrimack College
Bachelor of Arts in English, University of Massachusetts at Amherst

Lynne Rohtstein, Special Education Teacher
Master of Special Education of Moderate Disabilities, American International College
Bachelor of Science in Earth Science, Worcester State University

Nick Splaine, English Teacher
Master of Secondary English, Emmanuel College
Bachelor of Arts in English, Boston College



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Zac Tashjian, Biology Teacher

Master of Education, University of Massachusetts at Amherst

Bachelor of Science in Biology, University of Massachusetts at Amherst

Oak Middle School:

Lisa Arteca, Nurse

Bachelor of Science in Nursing, Pennsylvania State University

Brianna Bisceglia, Science Teacher

Bachelor of Science in Biology, Chemistry and Middle School Education, Worcester State University

Laura Candelaria, Adjustment Counselor

Master of Social Work, Boston College

Bachelor of Arts in Urban Studies, Worcester State University

Tara Francis, Nurse

Bachelor of Science in Animal Science, University of Florida

Associate of Science in Nursing, Quinsigamond Community College

Expected Bachelor of Science in Nursing November, 2015

Yusra Khan, Special Education Teacher

Master of Education, Simmons College

Bachelor of Arts in English, Simmons College

Daniel O'Brien, Social Studies Teacher

Master of Education, University of Massachusetts at Boston

Bachelor of Arts in Political Science, Boston College

Talene Orlando, Special Education Teacher

Bachelor of Special Education and Psychology, Marist College

Emily Palermo, Speech and Language Pathologist

Master of Speech-Language Pathology, Worcester State University

Bachelor of Communication Disorders and Human Services, Assumption College

Sherwood Middle School:

Linda Berard, Nurse

Bachelor of Science in Nursing, D'Youville College of Buffalo, New York



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Gretchen Martinez, Special Education Teacher, Intensive Learning Center
Master of Education in Severe Special Education and Applied Behavior Analysis, Endicott College
Bachelor of Arts in Sociology, Ithaca College

Carmen “Cecelia” Moquete, Spanish Teacher
Master of Education with Spanish Concentration, Worcester State University
Bachelor of Science in Interdisciplinary Studies, Fitchburg State University

Carrie Peacock, Math/Science Teacher
Master of Business Administration, Lehigh University
Bachelor of Chemical Engineering, Cornell University

Hannah Rosen, English Language Arts/Social Studies Teacher
Bachelor of English and French, Stonehill College

LeeAnn Sinclair, English Language Arts/Social Studies Teacher
Master of Educational Leadership, Framingham State University
Bachelor of Science in Unified Elementary and Special Education, Keuka College
Bachelor of Arts in Psychology, Keuka College

Amy Wallace, Adjustment Counselor
Master of Social Work, Boston College
Master of Special Education, Simmons College
Bachelor of Arts in Psychology, Saint Anselm College

All Elementary Schools:

Christy Minton, Media Specialist
Master of Library and Information Science, University of Rhode Island
Bachelor of Arts in History, Worcester State University

Beal Early Childhood Center:

Meridith Buono, Visual Arts Teacher
Bachelor of Arts in Visual Arts Education, Framingham State University

Kaitlyn “Kate” Farrand, ELC Coordinator
Master of Elementary Education, Lesley College
Post-Baccalaureate in Elementary Education, Worcester State University
Bachelor of Science in Exercise Science, University of Massachusetts at Amherst



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Coolidge Elementary School:

Dr. Julia Holdren, Psychologist

Doctor of Clinical Psychology, Fielding Graduate University

Master of Science in Education, Bucknell University

Behavior Analytic Program and Certification, Pennsylvania State University

Bachelor of Arts in Psychology, Bucknell University

Floral Street Elementary School:

Stephen Abramowitz, ESL/ELL Teacher

Master of Education in Elementary Education and English as a Second Language Certification, Lesley College

Master of Education in Jewish Education and Cantorial Ordination, Hebrew College

Bachelor of Arts in Communication, University of California at San Diego

Erin Finn, ELC Coordinator

BCBA Certificate Program, Elms College

C.A.G.S (Certificate in Advanced Graduate Studies), Administration-Principal Licensure, American International College

Master of Science in Severe Special Education, Simmons College

Bachelor of Arts in Education Psychology, minor in Dance, Slippery Rock University of Pennsylvania

Paton Elementary School:

Ben Pierce, Physical Education Teacher

Bachelor of Science in Physical Education, Springfield College

Lindsay O'Donnell, ELC Coordinator

Master of Science in Severe Special Education, Simmons College

Bachelor of Arts in Psychology, University of Massachusetts at Amherst

Spring Street Elementary School:

Emily "Emma" Madsen, ELC Coordinator

Master of Education and C.A.G.S. in Special Education, Anna Maria College

Bachelor of Liberal Arts, University of Massachusetts at Lowell

Lauren Finacom, ELC Coordinator

Master of Science in Severe Special Education, Simmons College

Bachelor of Science in Communication Sciences and Disorders, Worcester State University



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Mia Whittemore, Visual Arts Teacher
Bachelor of Fine Arts in Art Education, Boston University

Parker Road Preschool:
Catherine Dowling, Preschool Teacher
Bachelor of Education, Worcester College of Higher Education, Worcester, United Kingdom

New Administrative Support Staff

Shrewsbury High School:
Martha Murphy, Secretary, School Counseling
Elizabeth Petkauskos, Main Office Secretary

Coolidge Elementary School:
Cathy Cairns, School Secretary

New Extended Learning Appointments

Sarah Davies, Extended Learning Site Director, Coolidge
Mary Rana, Assistant to the Director of Extended Learning

New Paraprofessional Staff

Shrewsbury High School:
Steven Johnson, Special Education Aide
Rob Petrin, Special Education Aide
Marcio Sabo, Special Education Aide

Oak Middle School:
Margaret Breault, ABA Technician
Sandra Crompton, Instructional Aide
Lisa Glickman, ABA Technician
Emma Nerssessian, Instructional Aide
Amy Reidy, Instructional Aide

Sherwood Middle School:
Evan Baptista, Child Specific Aide



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Stephanie Cannon, ABA Technician Assistant
Jodi Couture, Child Specific Aide
Caroline Current, Instructional Aide
Corynne Gildea, Child Specific Aide
Victoria Lemieux, Child Specific Aide

Carolyn Rocco, Instructional Aide
Julie Roderick, Child Specific Aide
Casey Sefton, ABA Technician

Beal Early Childhood Center:

Johnathan Clyde, Child Specific Aide
Jamie Delmonico, Child Specific Aide

Coolidge Elementary School:

Charlotte Nader, Child Specific Aide

Floral Street Elementary School:

Shelby Abrams, Child Specific Aide
Katherine Biegner, COTA (shared with Spring Street)
Shelley Crowell, Media Aide
Caroline Donohoe, Literacy Tutor
Jodi Morrocco, ESL Tutor
Julie Rondinelli, Instructional Aide
Diane Schwab, Instructional Aide
Melissa Williams, Instructional Aide

Paton Elementary School:

Kaitlyn French, Instructional Aide

Spring Street Elementary School:

Katherine Biegner, COTA (shared with Floral Street)
Sarah Perreault, Instructional Aide
Kristina Smith, ABA Technician

Parker Road Preschool:

Alexis Gardner, ABA Technician